

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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SINGLE COPIES TEN CENTS

from the EDITOR'S CHAIR

It doesn't make sense

Race prejudice is essentially a silly matter when you consider that all it takes to be a victim of it is to belong to a minority noticeably different from the majority. It's really more a matter of who's handy than any intrinsic quality in the minority.

It's hard to find one minority which at one time or another has not been held to be inferior to the majority.

Yet the man who hates one group may have nothing at all against another group which still another man may hate. And each will give the same reasons for his particular hate and may have no objection at all to the group the other holds up to scorn.

The bigot who hates all minorities equally is a standout exception. The only one who comes to mind immediately was named Hitler. And even he had to admit the Japanese to his charmed circle of accepted people since the fascist Japanese government of his day was working the same side of the street as he was.

★ ★ ★

BESIDES Hitler, we do remember one other person who hated all minorities — including CCC boys. (If you don't know what those initials mean, Junior, ask your father, and if he doesn't know, ask Granddad).

But he didn't hate them all equally, just as less virulent bigots don't hate all minorities. His favorite targets were people descended from a certain European nationality—because, we're quite sure, one of them had once successfully competed with him for something.

★ ★ ★

THE THINGS he said about his pet hate were being said at the same time by others against other groups. And a century before they had been said about still others, who by then were assimilated and no longer were a target.

Assimilation was easy for some who in the second generation looked so much like the majority that they were no longer stepped on — or at least not as hard.

Then you sometimes see the supreme irony of some members of these groups, developing prejudices against others and using the same reasons which were used against their own grandfathers.

★ ★ ★

PREJUDICE is harder to get rid of where differences are visible—like somebody's skin. But to be logical, the bigot should hate everybody, even himself, since despite differences in appearance and customs, everybody is much the same under his hide.

OFFICIAL NOTICES

Correspondents columns will be found on page 5 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

Opportunity plan in construction is OK'd

Laborers gain raises in new N. Cal. pacts

Northern California Laborers have reached new agreements with the Associated General Contractors to become the second union to gain settlements in this year's construction industry contract bargaining.

They won a \$1.60 per hour wage and fringe benefit increase package in a new AGC master agreement covering the 46 Northern California counties. A new Laborers tunnel contract with the AGC is for a \$1.85 package. Both agreements are for three years.

Crafts still in negotiations with the AGC and other construction employer groups included the Carpenters, Operating Engineers, Construction Teamsters and Painters. The Cement Masons earlier gained a three-year \$1.62 per hour pay and fringe increase package.

The Laborers AGC master agreement was reached last Friday, one day before the old contract's expiration date. In its first year it raises wages 25 cents per hour and adds a 2-cent per hour employer contribution to finance a new training program.

Next January 1, employers are to start paying an additional 10 cents per hour for vacation and holidays, 10 cents more on pension.

MORE on page 8

No-cash, no-holdup A-C driver plan won by Carmen

Alameda/Contra Costa Transit bus drivers soon will discard their coin changers as the result of a union-initiated plan under which drivers will carry no money in order to prevent holdups.

The plan was put forward by Carmen's Union 192 and the Alameda County Central Labor Council and accepted by A/C management after the holdup-shooting of Division 192 member Ralph Livingston, the twenty-seventh A/C driver to be robbed this year.

Livingston was shot three times late on June 10 during a robbery by three youthful thugs on board his bus at Shattuck Avenue and Sixty-fifth Street, Oakland. He is recovering at Oakland Kaiser Hospital, where two of the bullets have been removed.

After he was injured, Division

MORE on page 8



INSURANCE AGENTS tell the public they are striking Metropolitan Life Insurance Company as they picket at the firm's Kaiser Center office in Oakland. Some 11,000 members of the Insurance Workers International Union struck May 20 after turning down the company's offer of about half as much as the agents had sought to add to their paychecks. (Story on Page 8).

EBMUD union demonstrates, demands answers to proposals

East Bay Municipal Utility District workers are staging twice-a-day demonstrations this week before the district's headquarters to demand an answer to their proposals before the EBMUD directors act on them.

Five proposals by AFSCME-EBMUD Local 444 have been pending since last October, President Manuel Pontes disclosed, and the utility's management has failed to give an answer.

Local 444 wants to know management's recommendations to the directors, who are to act next Tuesday, and a chance to discuss them, said Pontes. To reinforce

the request members are demonstrating before and after work before the EBMUD building at West Grand Avenue and Adeline Street, Oakland.

A major proposal is for a pay formula for a 4.5 per cent across the board raise plus a sliding scale of increments which are larger for lower pay brackets.

The union wants shop steward representation at the first grievance step, fully-paid medical care for employees and dependents, better communications channels to management and the directors and a number of special pay adjustments.

BTC incumbents re-elected

Incumbent officers of the Alameda County Building Trades Council were nominated without opposition and re-elected by white ballot at this week's meeting. Two new members were elected to the BTC's Law & Legislative Committee.

Re-elected top officers are President Paul Jones, Laborers 304; Vice President Al Thoman, Carpenters 36; Secretary-Treasurer

J. L. Childers, of Plasterers 112, and Sergeant-at-Arms Thomas Sweeney, IBEW 595.

Incumbent trustees returned to office are Bruce Dillashaw, Cement Masons 594; Robert Cooper, Sheet Metal Workers 216; William Ward, Lathers 88; Leroy Barstow, Painters 1178, and Virgil Brunstedt, Hayward Carpenters 1622.

Robert Kerr, of Glass Workers 169, and Doyle Williams, of Steamfitters 342, were elected to fill Law & Legislative Committee vacancies. Incumbent committee members re-elected were William Norman, Gardeners 1206, William Marshall, Carpenters 194, MORE on page 8

Labor, industry program gets U.S. approval

Bay Area construction labor and management's affirmative action program, seven months in the making, has received federal approval and funding for its aggressive five-county campaign to assure equal job opportunity.

Operations will begin about July 1 by the nation's first formal labor-management affirmative action organization—the Bay Area Construction Opportunity Program.

INDUSTRY, LABOR

The organization is a non-profit corporation representing every construction craft and every section of building industry management in Alameda, Contra Costa, San Mateo, Santa Clara and Marin Counties.

Its keynote will be non-discriminatory recruiting of all types of workers and it covers all other bases, including training, promotion and upgrading of workers.

A federal grant of \$226,024 from Manpower Development & Training Act on-the-job training program funds has been approved for the program's first year as part of the Labor Department's "out-reach" effort to improve minorities' job status.

DIRECTOR NAMED

Executive director is Edwin M. Haagar, former management equal opportunity officer with long experience in minority-oriented job and training programs.

His office is at the Oakland Labor Temple, 2315 Valdez Street, and he plans to set up regional

MORE on page 8

Labor Day (and picnic) nearing

Labor Day will be here much sooner than most people realize, so Alameda County's COPE Picnic Committee is getting ready to send out tickets to the annual fun and political fundraising event.

As usual, the picnic will be held at the county fairgrounds at Pleasanton, tickets will cost just \$1 and there will be a list of awards for lucky picnic-goers.

Volunteers for Picnic Committee work as well as COPE's over-all job are needed as are more union membership lists to aid the upcoming voting registration drive, Assistant Secretary Ed Morgan told the Central Labor Council.

HOW TO BUY

How you get in—and out—of debt

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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In a time of rising prices, it's easy to get into money trouble without inviting it.

Yet many families do exactly that, says a family financial counselor at the University of Wisconsin Cooperative Extension Service. In a pioneering program which may become a model for other cities, Sherman Lubotsky conducts classes in money management and gives individual counseling at the Milwaukee County Extension Office.

Most families do not seek guidance until they actually get into trouble. About 85 per cent of the people who come to Lubotsky are over their heads in debt.

ONE OF THE most damaging tendencies today is that families often let the sellers make the spending decisions for them. "The real-estate salesman determines how much the family should spend for housing," Lubotsky reports. "The insurance salesman determines how much insurance they should carry. The car dealers and stores decide what monthly payments the family should try to carry."

Lubotsky summarized the influences and problems that often lead people into serious financial problems. The problems include:

OVERINDEBTEDNESS: This is both the most widespread and most damaging problem. Usually the family's expenses exceed income by a sizable margin. He goes over the expenses, and asks them to reduce as many as they think they can. Then he makes suggestions for cutting spending in areas that are higher than usual or higher than they should be.

If the suggestions are unacceptable, possibilities of increasing income are examined.

Lubotsky then gets the family to agree that no new debt is to be incurred. As existing debt is reduced, the monthly payments decline, and the family then can catch up on some postponed buying needs.

If, for some reason, expenses and income cannot be reconciled, Lubotsky sends the over-extended debtor to Jack Eisendrath, a local lawyer experienced in debt problems who has been active with the Wisconsin Consumer League. The lawyer will see if an agreement can be reached with creditors to settle debts at 50 cents or less on the dollar. Sometimes a debt-adjustment plan or even bankruptcy may have to be used in extreme cases.

HOUSING EXPENSES: Lubotsky finds excessive housing costs are the second most prevalent problem. Families tend to figure they can afford a house if the mortgage payment and taxes are 25 per cent of income. But they overlook upkeep and insurance. The 25 per cent sometimes becomes 40 per cent.

CAR EXPENSES: Families get into trouble when they buy cars bigger and more often than they need, Lubotsky reports.

LIFE INSURANCE: Many families often spend a whole month's income for life insurance instead of a week's. They buy expensive policies combining savings with insurance, such as ordinary, whole-life and endowment policies.

Lubotsky finds that most of his clients do not even know what cash value they have in their policies, unless they have borrowed against them. They are unaware that most policies have little or no cash value for the first three years.

Many policy-holders don't even know what happens to their "dividend." Often the companies apply it to buy additional insurance, rather than to reduce next year's premium.

Sometimes when a family tries to replace an expensive policy with low-cost term insurance, the agents convince them that this is illegal, stupid and not in their best interest, Lubotsky says.

CHILDREN'S CLOTHING: Overspending here is surprisingly frequent, Lubotsky reports. He believes that some mothers have a feeling of guilt towards their children. So they overcompensate by buying more and costlier clothing than the children really need or can use. Meanwhile the husband can wear shoes with holes, and worn-out pants.

Legislature gets consumer aid bill

Assembly Bill 1992 by Assemblywoman March K. Fong is an effort to give the consumer a voice in state government by establishing the Office of Consumer Advocate to recommend legislation to give buyers and borrowers a better break.

Consumer representation was strong under Democratic Governor Brown who secured establishment of the Office of Consumer Counsel, but his "economy" minded Republican successor, Ronald Reagan, has slashed that office's budget to a meaningless less than \$30,000.

And Reagan's consumer counsel refuses to initiate any legislation.

Mrs. Fong's bill would make the Office of Consumer Advocate responsible to the Legislature not Reagan. It would "advise the Legislature on all matters affecting the interests of the people as consumers" and recommend legislation to protect buyers and borrowers.

Reagan's action chopping back the consumer counsel's effectiveness to zero means that "millions of housewives in the state lack the means to make their interests known," said Mrs. Fong.

What They Wore... by PHYLLIS JOYCE



HERE COMES THE BRIDE

MEMBERS OF THE TYPICAL ENGLISH WEDDING OF THE MID 1800'S REFLECTED MANY ASPECTS OF THE VICTORIAN ERA. THE BRIDE WAS TIGHTLY BOUND VIA LONG WAISTED STAYS TO THE POINT OF NEAR IMMOBILITY IN A DRESS OF WHITE SILK OR SATIN TRIMMED WITH LACE. BRUSSELS OR HONITON LACE WERE ESPECIALLY FAVORED.

AS THE SYMBOL OF

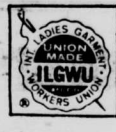
VICTORIAN INNOCENCE, ROSEBUDS WERE USED IN PROFUSION. OTHER FLOWERS WERE CONSIDERED RATHER EXOTIC AND RACY—THEREFORE THEY WERE RESERVED FOR USE BY MATRONS AND OLDER WOMEN.



LIKE TODAY, BRIDESMAIDS WERE DRESSED MORE SIMPLY THAN THE BRIDE SO AS NOT TO DETRACT FROM HER. THEIR DRESSES WERE OF THE MOST DELICATE PASTEL HUES. SOMETIMES EACH PAIR OF BRIDESMAIDS WORE A DIFFERENT SHADE.

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Cohelan bill proposes U.S. Consumer Dept.

Congressman Jeffery Cohelan is sponsoring a bill to give the shopper and borrower cabinet-level representation in the federal government through a Department of Consumer Affairs.

Cohelan, from Alameda County's Seventh District, is one of 56 liberal Congressmen who introduced the bill, which for the first time would put administration of consumer protection law under a single agency.

33 ADMINISTRATIONS

Such new laws as truth in lending and meat inspection are included in the federal consumer laws or activities which are administered by 33 separate agencies from the Agriculture Department to the Veterans Administration.

"None of these departments or agencies is devoted exclusively to the consumer," said Cohelan.

Auto insurance cost probe set

Legislation ordering a full scale investigation of the automobile insurance industry, including the 44 per cent boost in auto insurance costs in the last 10 years, has been passed by Congress and signed by the president.

House action by a 363 to 3 vote, followed that of the Senate and a conference version of the legislation then was approved by both houses and went to President Johnson.

The Department of Transportation will conduct the investigation.

"In fact, each has a prior commitment to some other interest group."

There is no single agency to which consumers may make their complaints, he said, no single federal source of consumer information, no single agency representing consumers in courts, departments or regulatory agencies, no one federal office in charge of consumer education and no single agency to ride herd on the food marketing system from farm to consumer.

The proposed department would act on complaints and include consumer research and consumer safety divisions. An office of consumer information would be part of the department as would a semi-autonomous National Consumer Information Department.

Nelson expects industry battle

Wisconsin Democratic Senator Gaylord Nelson, who has put the wealthy drug industry on the spot by exposing its overpricing policies, is running for re-election and expects drug manufacturers to battle to defeat him.

"There's going to be money poured into this state," he predicted at a Milwaukee meeting where he announced he was shooting for another term.

"You are going to see them campaigning all over the state, trying to fool the doctors, trying to fool the pharmacists and trying to whip me," the consumers' champion said.

Getting Your MONEY'S WORTH

"Automobile manufacturers are using the warranty program as a do-it-yourself car completion device.

"During the warranty program, the owner is given the opportunity to complete his own car and get essential things done—such as attaching the steering wheel, rewiring the horn, and getting the brakes hooked up . . .

"In order to complete my 1965 automobile under the warranty, I lost the use of my car for 11 days and I had to arrange for travel to and from the dealer's repair shop on 11 occasions . . .

"If the automobile manufacturers think I want to go through this again on a new 1968 model, they have another thought coming. My 1965 model has just been completed, and now I want to enjoy it."—Representative Charles Vanik in The Congressional Record, reprinted in Consumer Reports.

ONE'S COMPETENCE at the helm of a boat is not open to legal question, since usually no operator's license is required, much less a qualifying examination.

Yet, according to the U.S. Coast Guard, operators (many of them experienced but perhaps not trained) were at fault in about half the accidents reported in 1966.

There were 5,500 boats involved; the accidents did \$7,000,000 worth of damage, killed 1,300 people, and injured 1,500 more.

A decent regard for safety, says the June issue of Consumer Reports, calls for the novice operator to seek out instruction in small-boat handling, rules of the road, and action to take in an emergency—before he takes to the water.

The U.S. Coast Guard Auxiliary and local Power Squadrons offer courses in various phases of water safety and boat handling.

If you're new to boating, Consumers Union thinks you should enroll in such a course.

For information, write to the United States Power Squadron Headquarters, P.O. Box 510, Englewood, N.J., or get in touch with your local Power Squadron or with a chapter of the Coast Guard Auxiliary.

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Court upholds county probation aide in job case

A deputy probation officer has won a court ruling reinstating her to her job after her union charged that management's refusal to allow her to withdraw a resignation was motivated by her political activity.

Sharon Damron, a member of East Bay Municipal Employees 390, gave the county probation department six months notice last year that she was resigning, then changed her mind six weeks before the effective date and asked to withdraw the resignation.

In the interim, she had circulated petitions supporting the county judges in their position that they rather than the civil service commission should select the new chief probation officer.

The probation department turned down her request to withdraw her resignation and she appealed to the civil service commission. Local 390 contended probation department action was a reaction to her political activity, but the commission refused, holding that acceptance or rejection of her request was discretionary with the department.

Local 390 took the case to court and this month Superior Judge Spurgeon Avakian ruled that "the evidence does not support the conclusion that the best interests of the probation department were served by denying her request . . ."

The judge ordered the civil service commission to reinstate Miss Damron and pay her back pay plus 7 per cent interest from September 1, when she left the job, to the date of reinstatement.

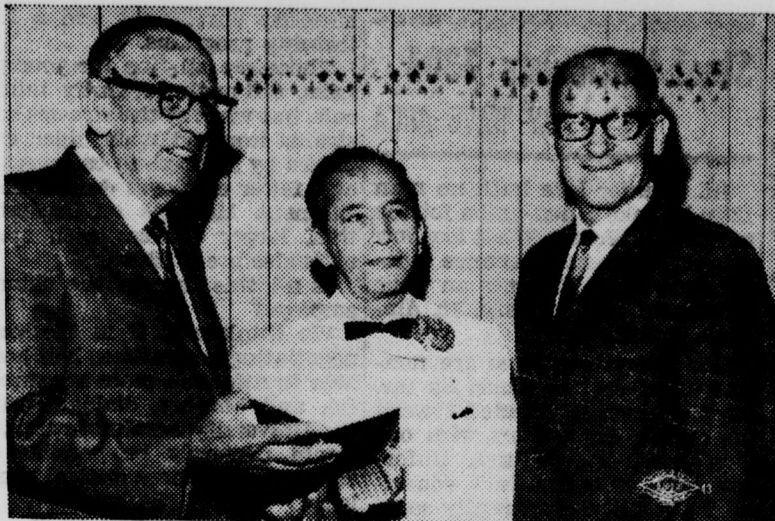
David Grundmann named president in Mailers vote

David C. Grundmann has been elected president of San Francisco-Oakland Mailers 18, defeating Douglas Smith, a longtime incumbent in the office.

Incumbent First Vice President John Summers was re-elected unopposed and Howard Bland defeated former Secretary-Treasurer Dave Hall in the race for second vice president. Keith Bentley was named secretary-treasurer over opposition of Murial Jorden.

Grundmann is president of the East Bay Cities Allied Printing Trades Council and a Local 18 delegate to the Alameda County Central Labor Council and Alameda County COPE.

A San Leandro resident, he is a member of the civil service commission and redevelopment committee there, is vice president of the Town Affiliation Committee and a member of the San Leandro Art Council. He was recently named "Man of the Year."



CHAIRMAN Elias L. Arellano, center, of the Greater East Bay Joint Apprenticeship Council; William F. Stumpf, left, and Sam Swisher watch presentation of certificates to new journeymen at the Council's recent twenty-first annual completion ceremony in Oakland. A total of 237 young men from Alameda and Contra Costa Counties received their certificates after labor-management sponsored training. Arellano is business representative of Sheet Metal Workers 216. Stumpf, Steelworkers District 38 staff representative is an employee representative on the California Apprenticeship Council and represents Steel Machinists 1304 on the Machinists Joint Apprenticeship Committee. Swisher, business manager of Machinists, 824, also is a Machinists JAC member.

Delano Caravan rolls tomorrow

It's Delano Caravan day tomorrow, Saturday, June 22, when Bay Area unionists again will bring food, money and moral support to the farm workers who have been on strike against rich San Joaquin Valley vineyards for almost 33 months.

If you're going, you're asked to call the Agricultural Labor Support Committee between 8 and 9 p.m. or after 7 p.m. in advance of the caravan to report whether your car has room for other riders or cargo or if you need a ride. The committee phone is 655-3256.

Tomorrow, caravanners will assemble at 7 a.m. at committee headquarters, 568 Forty-seventh Street, Oakland, for the drive to Delano. Those across the bay will assemble at 8 a.m. at the San Francisco Labor Temple, 2940 Sixteenth Street.

No landslide, this was a tornado election

Typographical Union 807, of Oelwin, Iowa, failed to take part in the ITU's election May 15, and it sent along a local paper as its excuse to the international union. The paper reported that a tornado had all but wiped out the town—on May 15. The excuse was accepted.

Alcoa training program

Alcoa will train 144 hardcore jobless men at its plants across the nation under a Labor Department program.

Bills endangering apprentice setup due for hearing

Assembly Bills 1463 and 1464, which would upset California's highly regarded apprentice system, will get a Senate committee hearing in Sacramento next Wednesday.

The measures have the blessing of an oddly-assorted pair of politicians, Democratic Assembly Speaker Jesse Unruh and Republican Governor Ronald Reagan.

They come up for hearing at the 9:30 a.m. meeting of the Senate Governmental Efficiency Committee. Labor urged those concerned with the integrity of the apprenticeship training program to contact their state senators and committee members urging rejection of the two bills.

The committee is made up of Senators Richard Dolwig, San Mateo, chairman; Hugh M. Burns, Fresno; Randolph Collier, Santa Rosa; Joseph M. Kennick, Long Beach; Fred W. Marler, Jr., Redding; John F. McCarthy, San Rafael; Jack Schrade, San Diego; Alan Short, Stockton; Walter Stiern, Bakersfield; Stephen Teale, West Point; James Wedworth, Inglewood.

Under the bills, the Division of Apprenticeship Standards would be moved, along with several other job and training agencies, into a brand new Department of Human Relations Resources Development.

The department's director and most of its advisory committee members would be named by Reagan.

Tell em you saw it in the East Bay Labor Journal!

IRONWORKERS UNION LOCAL 378 ELECTION

ELECT
RICHARD (Dick)
ZAMPA
INCUMBENT

For
IRONWORKERS LOCAL 378
Financial Secretary

ON
SAT., JUNE 29, 1968

YOUR VOTE AND
SUPPORT WILL
BE APPRECIATED



Memo to younger people

Every month, a kingsized list of apprenticeship job openings in the East Bay is mailed to several hundred civic, labor, minority and other organizations.

Compiled by the Oakland office of the State Division of Apprenticeship Standards, it makes up six singespaced mimeographed pages for June.

Its current edition covers jobs in 26 trades, ranging alphabetically from auto body repairman to tool and die maker.

Available on an equal basis to those who meet minimum qualifications, the jobs represent continuing opportunity, almost unnoticed in the debate over employment needs of youth and the disadvantaged.

Too long to reproduce here, it is available, along with details of apprenticeship openings at the Oakland Apprenticeship & Training Center, 1261 Harrison Street, Oakland, telephone 835-4142; Department of Employment offices, Youth Opportunity Centers and Adult Minority Employment Project offices.

And young people can obtain the full list of Apprenticeship opportunities for skilled jobs at the Division of Apprenticeship Standards, Room 3043, State Building, 1111 Jackson Street, Oakland, phone 834-3460, extension 211.

County worker unions win pay boosts, hearings on fringes

Pay raises of 5 to 12½ per cent, with the highest increases going to the lowest-paid workers, have been won by Alameda County employes.

And, at the insistence of unions, the county has agreed for the first time to hold hearings on fringe benefit adjustments.

East Bay Municipal Employees 390 hailed the new salary ordinance as overdue recognition of its claim that the civil service commission had long used "stale data" to establish average salaries in setting new pay rates.

Social Workers 535, to whose members the board of supervisors was less liberal, pointed out, however, that the raises to those it represents still leaves them behind comparable employes elsewhere in the Bay Area and the state.

Biggest raises go to hospital employes, whose previous starting pay was less than \$400 a month—laundry workers, service workers in housekeeping and food departments and kitchen helpers—and to certain clerical workers.

They get 10 per cent increases on July 1, then along with all other classes will get another 2½

per cent next January 1, for a total 12½ per cent raise.

Other July 1 increases are 5 and 7½ per cent, with the additional 2½ per cent January 1.

Social workers get only 5 per cent now, child welfare workers 7½ per cent and eligibility technicians 5 per cent, all plus 2½ per cent in January.

Welfare service aides, a small number of former welfare recipients who handle some former social worker duties, get a 15 per cent boost now to put them over \$400 a month, plus the 2½ per cent January 1.

Two new delegates seated

Joseph H. Silva of Chemical Workers 62 and Samuel L. Golden of Fire Fighters 55 were seated as delegates by the Alameda County Central Labor Council last week.

Work stoppages

Work stoppages in April reached the highest level for the month since 1952. Strike idleness totaled 4,900,000 man days, more than double that of April, 1967, the Labor Department says.

GRAND OPENING

OAKLAND ACORN TOWNHOUSE-APARTMENTS

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RESIDENCE SIZES—Studio (One Room, Kitchen & Bath) to Four-Bedroom Townhouses.

WHEN AVAILABLE

The first 58 dwellings will be ready for occupancy in late September. Additional units will become available at the rate of about 50 per month until the entire community of 479 dwellings is completed in mid-1969.

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Steamfitters 342

BY JIM MARTIN

Members employed within the jurisdiction of our Local Union under agreement with our Industrial Contractors, Mechanical Contractors of Northern California, Inc., and the Air Conditioning and Refrigeration Contractors Association of Northern California, Inc., commencing July 1 of this year will be covered under the shorter work week, reduced to a 36-hour week from our present 38-hour week, with an increase in take home pay.

The Agreements provide:

During the period from July 1, 1968 to and including June 30, 1969, the regular work week shall consist of thirty-six (36) hours Monday, 8 a.m. to Friday noon, and the regular work day shall consist of eight (8) hours, Monday through Thursday, commencing at 8 a.m. and ending at 4:30 p.m. including a lunch period of one half (1/2) hour with a four (4) hour day on Friday, commencing at 8 a.m. and ending at noon.

The regular work week and regular work day on jobbing and service work shall be as provided above, except that the regular work week may commence at 8 a.m. on Monday to 4:30 p.m. on Friday. Time off, to be taken at the beginning or end of Monday to Friday work week at the discretion of the Contractor.

All Contractors have been notified of the wage rate schedule effective July 1, 1968, also the new apprenticeship rates. Again, we quote the Collective Bargaining Agreement and suggest that you retain this information by filing same for future reference:

Effective July 1, 1968, the basic wage rate for Journeymen in the area covered shall be \$7.845 per hour.

Foremen shall receive not less than 10 per cent more than the Journeymen rate, bringing the basic hourly rate for Foremen to \$8.63 per hour.

General Foremen shall receive not less than 20 per cent more than the Journeymen rate, bringing the basic hourly rate for General Foremen to \$9.415 per hour.

Senior General Foremen shall receive not less than 30 per cent more than the Journeymen rate, bringing the basic hourly rate for Senior General Foremen to \$10.195 per hour.

Fringe benefits for Senior General Foremen, General Foremen, Foremen, Journeymen and Ap-

prentices shall be the same as follows:

	per hour
a. Health and Welfare	\$.30
b. Pension	.55
c. Apprentice and Training	.005

TOTAL \$.855
Vacation Deduction \$1.02

On overtime work, the Contractor shall pay double on fringe benefits as well as wages.

EXAMPLE:		per hour
Journeymen	\$7.845 x 2	\$15.69
Health and Welfare	.30 x 2	.60
Pension	.55 x 2	1.10
Apprentice and Training	.005 x 2	.01

Note: Vacation deduction on overtime work shall be \$1.02 x 2 or \$2.04 per hour.

Effective July 1, 1968—Apprentice Wage Rate Schedule:

Period	Percentage	Hourly Wage
1st	60%	\$4.71
2nd	64%	5.02
3rd	68%	5.335
4th	72%	5.65
5th	76%	5.96
6th	80%	6.28
7th	84%	6.59
8th	88%	6.905
9th	92%	7.22
10th	96%	7.53

Memo: Please advance all apprentices employed by your Company to their next payroll period as indicated by the above schedule effective July 1, 1968.

We wish to remind you that tickets for our Union's Apprenticeship Graduation Exercises and Banquet to be held at the Concord Inn on June 29 are still available at our Business Office at \$5 per person.

Our next membership meeting will be held on June 20. Please plan to attend.

Watchmakers Local 101

BY GEORGE F. ALLEN

At the writing of this column, Mr. Allen is in Claremont, California, which is the Los Angeles area. He and Mrs. Allen have taken a quick trip to visit with their eldest son, George C. Allen, and his family. George C. Allen, being a Labor Attorney, I assume there will be much talk relative to negotiations on the new agreement which is close at hand.

By the time you read this column, Mr. Allen will be back in the office.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

Steel Machinists 1304

BY DAVE ARCA

Hi. Greater love hath no man than he take a non-union job for his Union. Wowee. What low, low wages. The maintenance machinist rate is 90 cents an hour below the area pattern. In Alameda County yet.

Our fellow employees are non-committal and cautious. So far, most concern is directed toward impressing Supervisors with our own excellent qualities. Unfortunately, unionism isn't considered a quality. Apparently some feel it's a hazard. How about that?

We know from experience, that a good union man is usually a competent craftsman. It's the toadying type who turn against the Company when their advances are spurned.

Oh well, when the light dawns upon our down-trodden coworkers, perhaps we'll join the Mainstream of Labor in Alameda County. Meanwhile, we'll piddle along. Underpaid, underprivileged, and under the Supervisor's thumb. Steelworkers, do your duty. Okay? Okay.

AFSCME Local 371

BY NAT DICKERSON

In dealing with its employees and their representatives, the time has come for the University Administration to eliminate its strategy of procrastination. It's "old hat" and is no longer adequate for dealing with a younger more enlightened and militant generation of workers.

In fact, much illwill has been caused, among employees, by this primitive policy. The Administration has been allowed to do much of this "foot dragging," because many union officers forget that they have a constant source of information on forgotten promises in the minutes of the Recording Secretary.

He has negotiating minutes dating back to 1950, and earlier. It would be still better if we were given, as promised, bulletins immediately after negotiations. But rest assured your Secretary, when asked, can cause our bosses to confess "mea culpa," for they have notes of these same minutes, if they have not been thrown away.

A request is hereby made, to some members of the Negotiating Committee, after discussing the issue with other union officers: After plans have been made, and the agenda prepared, please do not interrupt the presentations of our Business Representative, except when asked for some special information.

This may make for weak negotiating, and also may embarrass the Business Representative, by causing him to lose his train of thought. On the plus side, however, are some efforts being made by the Administration towards anti-poverty programs,

IRONWORKERS UNION
LOCAL 378 ELECTION

ELECT

JAMES H. (Jim)
HAYWORTH

(BIGFOOT)

FOR

BUSINESS AGENT

IRONWORKERS LOCAL 378

ON

SATURDAY, JUNE 29, 1968

FORMER RECORDING SECRETARY
NOW VICE PRESIDENT, MEMBER
EXAMINING BOARD AND J.A.C.

YOUR VOTE AND SUPPORT
WILL BE APPRECIATED

minority enrollment and a few training programs.

These are all fine for younger folks, although presently miniscule, but what of the stresses and strains imposed upon older employees by stepped-up campus usage, fewer employees due to more Efficient Methods of Exploitation, larger edifices with more extensive use of them.

Is all this fair to the elderly employee?

We think not; if in the past negotiating committees had been able to establish more meaningful, and binding, dialogue with the University Administration, it would presently be possible to solve some of these critical problems.

Instead of the aforementioned procrastination, Local 371 challenges the Administration to a review of the many unanswered agenda items.

Local 371 President, Brother Mack Scalzo, is out of the hospital and is at home, at 1153 Cragmont Road, Berkeley. His telephone number is 848-0816. Call and wish him an early recovery.

Sheet Metal Credit Union

BY HAROLD R. SAKSA

Those of you who have worked for more than two or more employers and earned more than \$7,400 in 1967 are eligible for a refund from the Department of Employment for your overpayment of disability insurance. You must apply before July 1, 1968. Get a form from the department of employment. If you have paid more than \$74 into disability insurance and you do not claim a refund you will not get any more benefits for the over payment. The state just keeps the money after July 1.

Now, when you get that \$10, \$20 or \$30 dollar refund or whatever it is don't forget who told you. Deposit it with you're credit union and have it earn even more in dividend by the end of the year. You may be needing a new car soon. Save 20 per cent of the cost of a car with the credit union and we will show you how you can borrow the full price of the car from the credit union without taking any of your money out of saving.

The address is: Sheet Metal Credit Union, P.O. Box 2833, Rockridge Station, Oakland, California 94618. The office hours are 8:15 to 9:15 p.m. every Monday night. The phone number is 653-0996.

Union chapter of SANE meets next Tuesday night

The San Francisco-Bay Area Trade Union Chapter of SANE will hear a report on its current petition campaign against the Viet Nam war at its meeting at 8 p.m. next Tuesday at International Ladies Garment Workers Hall, 660 Howard Street, San Francisco.

Chapter Chairman Richard Liebes, Building Service Employees research director, said the campaign would be intensified, with petitions available at Amalgamated Clothing Workers headquarters, 26 Seventh Street, San Francisco.

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Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Continued good weather and lots of job calls have depleted the carpenters out of work lists to practically full employment in all bay county halls.

Friday's special called meeting at the Cow Palace was a huge success! Well attended by over 11,000 carpenters. But what a traffic jam afterward. It took me over two hours to get home to Berkeley.

Leading the report of the negotiating team was Al Figone, President of the District Council. His report of our demands and the employers' efforts to date and their counter viewpoints was very effectively presented.

Certainly his handling of the entire meeting left no doubt as to his ability to represent us in the manner we desire. A new leader is on ascendancy in our behalf. The enthusiastic applause and occasional boos at various times when the counter proposals were outlined left no question in anyone's mind as to the real feelings of the membership in regard to our negotiators' position.

At the conclusion of Brother Figone's report, he called on Business Representative Joseph O'Sullivan, Local 22, San Francisco, to add his remarks. Presented in his own delightful Irish manner, his remarks and figures of comparison of other trades' present wages and combined fringes were very impressive and clinched the presentation. When he called for a rising vote of confidence in our negotiators, they fairly made the rafters ring with enthusiasm and determination to win a substantial agreement for all of us.

All local unions will be notified of special called meetings for next Monday, June 24, 1968 at which time a secret ballot will be held by all members to accept an offer or reject and at the same time grant strike sanction. Keep in touch with your union office for last minute details.

Saturday night was an important one for Sergeant Frederick A. Barnes of Nebraska and Charlotte Fox, daughter of Brother James and Grace Fox, Trustee of Local 1158, Berkeley. Their marriage vows were exchanged in a double ring ceremony at the Assembly of God Church, El Sobrante. Among the members attending were Brothers and Mrs. Walter Sims, Mel Johnson, Robert Greibel, Lonnie Moore, Harry Yetter, Wilfred Campbell, Donald Fox, Gunnar Benonys, all from 36 and the Les Parkers from 1158. Did I miss anyone?

It is reported that the Laborers have settled with the AGC on a three year agreement for \$1.60 and are still in negotiation with other segments of the industry. More factual details will be available upon confirmation.

The sale of our present building is well under way and we will hold our first meeting in the new hall July 18, 1968 at 8 p.m.

U.S. employees, military to get their pay hikes

Despite Congress' budget-cutting mood, federal employees and servicemen will get scheduled pay raises July 1. President Johnson issued executive orders for the 5 per cent raise for postal workers, 3 to 3.8 per cent for 1,300,000 other employees and an average 6.9 per cent hike in basic pay in the armed forces.

Union wins long battle

Climaxing a six year campaign, the United Furniture Workers of America has won a collective bargaining agreement for some 350 workers at the Louisville Chair Co. Three NLRB elections, a 10-month strike and an appeal to the U.S. Supreme Court, figured in the battle.

LONGS DRUG STORES

UNFAIR

UNION MEMBERS PLEASE DO NOT PATRONIZE

RETAIL CLERKS UNION,
LOCAL 870

Acorn housing to be on view

The public gets its first chance to see Oakland Acorn housing this weekend, when the first two dwellings to be completed will be open for inspection.

The two-day official opening of the Alameda County Building Trades Council-sponsored middle income development in West Oakland begins at 2 p.m., tomorrow, Saturday, June 22, and is to continue Sunday.

The model apartments are a two-bedroom and three-bedroom unit at Eighth and Filbert Streets. Parking will be available.

Fifty-eight more units are to be complete in late September and the entire 479-unit development is to be ready in mid-1969. Rents will range from \$67 a month for studio apartments to \$145 a month for four-bedroom, two-bath units.

Maximum income for tenants is from \$6,050 a year for single persons up to \$1,250 for families of up to eight persons.



LEADERS welcomed Vice President Humphrey at the COPE regional conference in Washington. Shaking his hand is Bayard Rustin, head of the A. Philip Randolph Institute. Others are Evelyn Dubrow, vice president of the Inter-

national Ladies Garment Workers Union; Steelworkers President I. W. Abel, Secretary George E. Fairchild of the Building Service Employees Union and Secretary Joseph D. Keenan of the IBEW Union.

State school, hospital workers wage-hour protection upheld

Minimum wage and maximum hours protection for 1,700,000 employees of state-run schools and hospitals has been upheld by the United States Supreme Court which rejected a challenge by 28 states and one school district.

By a 6-2 decision, the high court upheld the validity of the 1966 amendments to the Fair Labor Standards Act, which extended wage-hour coverage to the school and hospital employees.

The State of Maryland, joined by 27 other states and a school district, had sued to enjoin Labor Secretary W. Willard Wirtz from enforcing the amendments as they apply to state employees. San Francisco Congressman Phillip Burton, principal author of the provisions covering hospital and nursing home employees, declared:

"There was never any doubt in our minds about the validity of the law, but it is nevertheless gratifying to have our effort stamped with the Supreme Court's approval."

The Supreme Court decision held that "if a State is engaging in economic activities that are validly regulated by the federal government when engaged in by private persons, the State too

may be forced to conform its activities to federal regulation."

The amendments set the minimum wage for the newly covered workers initially at \$1 an hour effective February 1, 1967. This went to \$1.15 on February 1, 1968, and will increase by steps to \$1.60 in 1971.

Overtime pay of time and one-half would be payable to the newly covered employees after 44 hours a week in the first year, 42 hours this year, and 40 hours next year (80 hours over two weeks) for hospital workers.

The amendment specifically exempted teachers and persons "employed in a bona fide executive administrative, or professional capacity."

The AFLCIO and the State, County & Municipal Employees filed briefs with the Supreme Court and earlier with the special District Court in Baltimore supporting the government's position that the amendments are constitutional.

SCME President Jerry Wurf called the Supreme Court's ruling "another landmark in the increasing acceptance of public employees into first class citizenship."

Overtime pay for minors banned in new State order

The State Industrial Welfare Commission took a big backward step in denying overtime pay to minors and delaying by four years the time when a woman student can expect to qualify for the adult minimum pay scale.

It acted over the opposition of labor, including the Alameda County Central Labor Council which was represented at the May 10 hearing where the changes were made.

NO OVERTIME

Minors, working more than 40 hours a week, will not receive overtime under the new commission wage order. Public Member Dorothy Colton sided with employer representatives to wipe out the previous overtime provision. The result is, unless they have union contract protection, minors can put in more than 40-hour week at straight time.

The 23-member wage board named by the commission had agreed that women students should qualify for the adult wage minimum of \$1.65 at age 21.

LOWER RATE

But the commission voted 4 to 1, with only labor member J. J. Rodriguez opposed, to keep girl students at the \$1.35 student rate until they are 25. The action, overruling the wage board, was on an employer-offered motion.

Labor opposition to the ban on overtime for minors was summed up by the California Labor Federation which pointed out that it would make it advantageous for employers to hire minors rather than adults on the sixth day.

Both changes went into effect last Monday, for 120 days, during which the commission will hear from the public on the changes at hearings July 22 at Los Angeles and July 23 in San Francisco.

The commission at its July 23 San Francisco hearing also will decide whether to appoint a wage board as its first step toward a wage order for household workers. It voted last September to issue such an order but hasn't moved on the issue since.

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Two unions gain aluminum pacts; third strikes two firms

More than 30,000 Steelworkers are covered by new three-year contracts, with an average 55.9-cent per hour wage increase at five major aluminum companies. The new contracts were approved by the Steelworkers Aluminum Industry Conference hours before the old contracts terminated.

The agreements are with Aluminum Corporation of America,

Kaiser Aluminum, Reynolds Metal Company, Olin Mathieson and Ormet.

Three of the companies reached a similar agreement with the Auto Workers which represents about 6,000 workers in the industry.

The Aluminum Workers, representing about 16,000 workers, were on strike at a number of Alcoa and Reynolds plants with both the size and composition of the settlement and local issues involved.

Under the Steelworkers' agreements, a wage hike of 20 cents an hour effective immediately on June 1, followed by a general 12-cent an hour wage increase in the second year and a 13-cent hike in the third year.

The average increase during the first year will be 30.9 cents an hour, including inequity adjustments and an increase of 1 cent per hour in the increment between job classes.

The agreement also improved pension, insurance, vacation and holiday provisions and increase supplemental unemployment benefit payments.

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Filing opens for senior citizen tax refunds under Petris law

Senior citizens have until August 31 to fill for property tax rebates under State Senator Nicholas C. Petris' Senior Citizen Tax Assistance Law, Petris reminded elderly persons this week.

The Petris law, only property tax relief measure passed by the Legislature last year, provides refunds of taxes paid by persons who live on fixed retirement incomes.

Claim forms and information on the new law are available through Senator Petris' office, Room 7016, State Building, 1111 Jackson Street, Oakland, at 37674 Fremont Boulevard, Fremont, or at the State Capitol, Sacramento. The Fremont office telephone number is 792-3838 and the Oakland office phone is 834-3460, extension 341.

Claim forms may also be obtained at the local office of the State Franchise Tax Board.

You qualify for a senior citizen property tax refund if:

1. You were 65 or older on January 1, 1968.
2. You have been a California resident since January 1, 1968.
3. You owned and occupied your home between July 1, 1967 and June 30, 1968.

4. You paid the property taxes assessed on your home for the fiscal year ending June 30, 1968.

5. Your total household income was not more than \$3,350 for the 1967 calendar year.

Petris has introduced another bill which would raise the household income limit to \$5,000 to qualify for the tax refunds under his property tax assistance law.

Refunds are dependent on size of income and range from 5 per cent to 95 per cent.

An example would be a \$180 refund on the \$250 tax paid by a retired person whose total household income was \$1,575 last year.

AFT wins in 3 cities

The American Federation of Teachers won local union bargaining rights for Kansas City teachers, defeating the Kansas City Education Association 1,317 to 1,100, in the third major victory in representation elections for the AFL in three weeks. AFT affiliates earlier won elections in Toledo and Pittsburgh.

Tell 'em you saw it in the East Bay Labor Journal!

IRONWORKERS UNION LOCAL 378 ELECTION

IRONWORKERS

VOTE!

YOUR UNION NEEDS YOUR SUPPORT

PAUL MARSHALL
Candidate for Office of Financial Secretary
Treasurer and Assistant Business Agent.

BRIDGE, STRUCTURAL &
ORNAMENTAL
IRONWORKERS
LOCAL No. 378

ELECT

PAUL MARSHALL
Financial Secretary
Treas. & Asst. Bus. Agent
An Active Member in Trade
Unionism for Over 20 Years

ELECTION

SAT., JUNE 29, 1968

1739 Campbell St., Oakland
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OFFICIAL UNION NOTICES

RETAIL CLERKS 870

The next regular membership meeting will be held on Tuesday, June 25, 1968 at 9:30 a.m. at the union auditorium, 6537 Foothill Boulevard, Oakland, California.

Fraternally,
CHARLES F. JONES,
Pres.

BERKELEY PAINTERS 40

NOTICE OF SPECIAL CALLED MEETING

DATE: June 28, 1968. TIME: 8 p.m. PLACE: 2051 San Pablo Ave., Berkeley.

SUBJECT: To hear a report on union negotiations with the Painting and Decorating Contractors Association and the Gypsum Drywall Contractors. If Labor Agreement is reached, to vote on acceptance or rejection.

The meeting will vote on two propositions:

1. To give authority to the union negotiators to act on ratification of special-called meeting.
2. That the members of Painter's Local 40 will not work for any contractor not signed to our Labor Agreement after the date; June 30, 1968.

Fraternally,
GENE SLATER,
Bus. Rep.

STEEL MACHINISTS 1304

Regular meeting Thursday, June 20 at 8 p.m. Executive Board meets 6:30 p.m.

IMPORTANT:

Nominations and election for one TRUSTEE, and one LAW and LEGISLATIVE COMMITTEEMAN. Please attend.

Fraternally,
DAVE ARCA,
Rec. Sec.

PLUMBERS & GAS FITTERS 444

There will be a special called meeting of Plumbers and Gas Fitters Local Union No. 444 on Friday, June 28, 1968, in Hall "M" at 8 p.m. on the third floor of the Labor Temple Building, 2315 Valdez St., Oakland, California.

ORDER OF BUSINESS

1. Regular order of business—to adjourn at 9 p.m. sharp.
2. A special meeting to discuss negotiations. A vote will be taken to accept or refuse the proposals as set forth by the Negotiating Committee.

Please make an earnest effort to attend—your Union meetings and negotiations are an important part of your Union membership.

Fraternally,
GEORGE A. HESS,
Bus. Mgr. and
Fin. Sec.-Treas.

SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

Fraternally,
JAMES ALLAN,
Rec. Sec.

SCHOOL EMPLOYEES 257

The next regular meeting of the Oakland, California Unified School Employees Local Union No. 257 will be held on Saturday, September 14, 1968 at 10:30 a.m. at 1918 Grove Street, Oakland, California. The Executive Board will meet at 8 a.m.

Please note no meetings in July or August as these are Vacation Months. Special Meetings of the Executive Board and regular membership if needed will be called by the President. So watch the Labor Journal for details of meetings when needed.

Fraternally,
HAROLD BENNER,
Exec. Sec.

STEAMFITTERS 342

President Bobby Beeson wishes to announce that our next membership meeting, to be held June 20, 1968, will be a Special Called Meeting, as action will be taken on the revised By-Laws and Working Rules of our Local Union.

Kindly arrange your affairs so you may be in attendance.

Fraternally,
JAMES MARTIN,
Bus.-Mgr.

MILLMEN'S 550

The next regular meeting of Millmen's Union 550 will be held on Friday, June 21, 1968, at 8 p.m., in Room 228, Second Floor of the Labor Temple, 2315 Valdez Street, Oakland, California.

Members that are out of work are reminded to be sure and register with the office as we have been receiving quite a few calls for men. Members are reminded that they have to register each week in order that we will know that they are still out of work.

Fraternally,
GEORGE H. JOHNSON,
Fin. Sec.

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursday of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Effective July 1, 1967, the dues of Carpenters Local 1158 are \$8.50 per month.

Fraternally,
NICK J. ADEAMO,
Rec. Sec.

BUILDING SERVICE 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Ave., Oakland.

Fraternally,
JOHN FERRO,
Secty.

CARPENTERS 36

The regular meetings of Carpenters Local Union 36 are held the 1st and 3rd Thursdays of each month at 761 12th Street, Oakland, Calif., at 8 p.m.

Office hours of Financial Secretary are 8 a.m. to 5 p.m., Monday through Thursday. Friday, this office closes at 1 p.m.

Until further notice, members' dues are \$8.50 per month.

We are nearing the transfer to our new headquarters at 8460 Enterprise Way, Oakland, California 94621. The final date and exact time of moving the Financial Secretary Office cannot be determined at this time, due to many trivial details. Watch this space for further important information. Unless further notified, the first regular meeting will be held at the above address on July 18, 1968. Phone 569-3465.

June 20, 1968, will be a special called meeting for the nomination and election of delegates to the State Building and Construction Trades Council of California to the 44th Convention to be held in Los Angeles on July 31, August 1 and 2, 1968.

Fraternally,
CLAUDE W. DILLON,
Rec. Sec.

BARBERS 134

SPECIAL NOTICE

Brothers, be advised that Local 134 does NOT sponsor the present Barbers Credit Union and that the Barbers Credit Union is NOT affiliated with Local 134 in ANY WAY WHATSOEVER.

A petition to raise prices 25 cents for each service will have a third reading and vote at our regular June meeting on Thursday night, June 27, 1968 in the Labor Temple, 23rd and Valdez.

PLEASE ATTEND.

Fraternally,
JACK M. REED,
Sec.-Treas.

IRON WORKERS 378

Election of officers of Local 378, and of delegates to the convention will be held Saturday, June 29, 1968, at 1734 Campbell Street, Oakland.

Polls will be open from 9:00 a.m. until 7:00 p.m.

Come in and vote!

Because we will have to install the voting machines, and prepare the hall for the election, the regular meeting of Friday, June 28 will be cancelled.

Fraternally,
RICHARD L. ZAMPA,
Fin. Sec. & Asst.
Bus. Agt.

ALAMEDA CARPENTERS 194

Carpenters Local No. 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Ave., Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,
F.M. GLADDEN,
Rec. Sec.

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HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursday of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our Social event is held on the fourth Thursday of each month following our regular meeting.

All offices of the Local Union will close at 12 noon on Friday.

Our meeting of Thursday, June 27, 1968 will be a special called meeting for the specific purpose of electing a President and any other officer that may vacate his office before said date. Time 8 p.m.

A Special Called Meeting will be held on Thursday, June 20, 1968 at 8 p.m. for the specific purpose of holding discussion on an offer made by one of our renters to purchase the property of the local union.

Brother Members, this is your property, please make a special effort to be in attendance at this meeting and voice your opinion.

Thanks kindly for your cooperation.

Fraternally,
A. W. RICE,
Rec. Sec.

CARPET & LINOLEUM 1290

The next meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held on Wednesday, June 26, 1968 at 8 p.m., Hall "A," Labor Temple, 2315 Valdez Street, Oakland.

The following were nominated at the May meeting:

Financial Secretary and Business Representative: Larry Gladding.

President: Lee Schoenenberger.

Vice President: Armand Silva.

Warden: William Simpson.

Trustee: Jimmy Akers.

None of the offices are contested. National Conference deaths are due and payable through NC 292.

Fraternally,
G. A. MCINTIRE,
Rec. Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Bus. Rep.

PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1695, American Federation of State, County and Municipal Employees, are held as follows:

HAYWARD UNIFIED SCHOOLS
Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador Street.

E.B. REGIONAL PARKS

Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

OAKLAND RECREATION DEPT.
Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

ALAMEDA UNIFIED SCHOOLS
Meets at 1 p.m. on the second Saturday of each month in the cafeteria of Encinal School.

FREMONT SCHOOLS
Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

SAN LEANDRO SCHOOLS
Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Executive Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

BERKELEY SCHOOLS
Meets at 10 a.m. on the second Saturday of each month at Whittier School. Executive Board meetings are held at Whittier School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,
HENRY L. CLARKE,
Bus. Mgr.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10264 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec.-Sec.

PRINTING SPECIALTIES 677

Meeting second Tuesday of each month at 8 p.m., Richmond Memorial Auditorium, Nevin Avenue Terrace, Farrallon Room.

Fraternally,
TOM WILKINS,
Sec.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

PRINTING SPECIALTIES 678

Meeting second Thursday of each month at 8 p.m., Cannery Workers Hall, 492 C Street, Hayward.

Fraternally,
AL CHASMAR,
Secty.

E. B. MUNI EMPLOYEES 390

HIGHLAND HOSPITAL 390H
Wednesday, June 26, 8 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

FAIRMONT HOSPITAL 390GF
Thursday, June 27, 7:30 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

Fraternally,
R. J. KRAUSE,
Pres.

UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 86th Avenue, Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Sec.

Teachers' salaries 'shockingly' low, says Keyserling

Teachers' pay is "shockingly inadequate" across the nation and the minimum in the country's 10 largest cities is far below the government's "moderate" budget.

That is the conclusion in a new pamphlet, "Goals for Teachers' Salaries in Our Public Schools," prepared by economist Leon H. Keyserling for the Conference on Economic Progress.

The moderate budget, estimated by the Bureau of Labor Statistics in 1966 as the amount needed per year by a four-member family living in a metropolitan area, is \$9,404.

But, Keyserling found the minimum teacher salary in the 10 largest cities is only \$5,460 a year, 41.9 per cent below the BLS' budget.

In nonmetropolitan areas the BLS budget as of last February stood at \$8,391 for a four-person family. The teachers' minimum salary for U.S. public schools at large is \$5,362, or 36.1 per cent below the stated requirement.

The study noted that when the increases won by striking New York City union teachers last September take full effect March 1, 1969, the minimum salary will be \$6,750, the mean or average salary \$10,750, and the maximum \$13,900. The minimum will still be 28.2 per cent below the metropolitan area budget for a four-person family as of February, 1967, without allowing for the "likelihood of a considerable increase" in living costs.

I AM MOVING

Effective _____ I am moving to a new address

Name _____ Union No. _____

Old Address _____ City _____

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EAST BAY LABOR JOURNAL
1622 East 12th St., Oakland, Calif. 94606

EAST BAY LABOR JOURNAL



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42nd Year, Number 14

June 21, 1968

JOHN M. ESHLEMAN, Editor

1622 East Twelfth Street, Oakland, Calif.

Phone 261-3981

An assassin outvoted the American people

The basic point in the assassination of Robert F. Kennedy is that an assassin has made a decision for us. He has determined whom we will be able to vote for and against by single-handedly removing one major candidate. This point has hardly been mentioned in the millions of words and millions of feet of film on the assassination.

And in a country, most of whose heroes from the Pilgrims to Dick Tracy and the pseudo-cowboys of television, carry and use guns, it is pointless to argue whether or not there is a tradition of violence. All countries have had assassinations, but some seem to have cured or controlled political violence. The job is to halt our brand of it, which has removed or threatened to remove major leaders, thus negating our democratic right to decide the issues they stand for at the ballot box.

We think that the contributions of Los Angeles' mayor and California's governor will not help in the aim of curing violence. The mayor, amid great publicity, disclosed what could be important prosecution evidence, possibly threatening its availability for use in court.

The governor indicated unruly college students may have helped inflame the mind of the assassin, then blamed the tragedy on Middle Eastern violence "imported by an alien."

Previous assassins have been Americans through and through, no matter how unadmirable, and there were no college revolts when they killed.

They were mentally ill men who easily laid their hands on weapons. We recommend that instead of blaming students and foreigners, we seek more, not less availability of mental health care, greater efforts against prejudice and poverty and an earnest attempt to find ways at least to make it harder for the unbalanced to acquire deadly weapons.

Whose picket line is crossed

The Wisconsin Teamster's June edition carries a story on the struggle of Motion Picture Projectionists 164 against four theaters using non-union men as projectionists. Local 164 is asking Teamster support, the newspaper reports.

All this is highly correct and we wish Local 164 well in its battle in Wisconsin. And we'd like to suggest a meeting of the minds between Local 164 and Projectionists 169 in the Bay Area.

Local 169 isn't asking help, having no immediate problems with its employers. But it has refused to help its fellow theater employes in locals of the Theatrical Janitors, who are on strike or locked out. Local 169's people and members of another local are told to go through the Janitors' picket lines.

In Wisconsin, Projectionists are engaged in a legitimate battle and are asking and getting other union help. In the Bay Area, Janitors are engaged in just as legitimate a battle and not getting support from the Projectionists.

The Wisconsin Teamster quotes Local 164's business manager as follows: "The conscientious, union-minded parent will not permit his children to cross a picket line to attend a movie that can be seen at another theater that recognizes the value of union organization . . .

"The only language they (the unfair Wisconsin theaters) understand is a drought of customers at the box office."

We agree 100 per cent.

With every word.

And commend them to Local 169 and its international union.

Dear Congress: fair is fair

The Agricultural Labor Support Committee reports that the federal government paid owners of farm land \$3,081,969,625 last year for their support of farm prices by keeping land out of production. That's three billions—not millions.

This tidy sum was spent with the approval of Congress which for the last 35 or so years has refused to grant farm workers the fundamental rights to bargain collectively or to be covered by the social insurance which other workers enjoy.

Whether the farm support program is right or wrong is not the point here. But our point is that if this kingsized grant is made to the kingsized farmers out of public funds, why cannot the little people whose work provides the nation its food get anything like a break from Congress?

It's of particular interest as this federal grant to farmers is disclosed, that the federal Immigration Service is accused by the United Farm Workers Organizing Committee of allowing "green card" workers illegally to work behind picket lines, helping the big farmers' attempt to break strikes.

Grapes of Wrath



OPINIONS - You Write 'Em . . . We Run 'Em!

BACKS McCARTHY, URGES END OF WAR

Editor, Labor Journal:

The violence of hate that felled Senator Robert F. Kennedy from an assassin's bullets is a replica of the violence in napalm and fragmentation bombing we, a powerful nation, inflict on impoverished, peasant Viet Nam which never harmed us.

Even in death, Senator Kennedy's warning cry, that continuation of the Johnson's administration's Viet Nam war policy is leading our nation to disaster, lives on.

We cannot force our concept of freedom and police the world through the violence of gun power. His were words of compassion for the 500 youngsters being killed every week in this blunderous Viet Nam misadventure, for the poverty stricken in the slums and ghettos of our nation's cities, the Great Society's war on poverty has failed to eradicate.

As such, he had promised that if elected president he would end this infernal slaughter with peace in Viet Nam. With Robert Kennedy gone, the American people must not be hoodwinked into a Dick Nixon, or a yes man Humphrey no choice alternative leading to Vietnam disaster.

The solution of the explosive problems of poverty, ghettos and slums confronting our nation can be attained by nominating and electing Eugene McCarthy president of the United States.

He pledges and has pledged to bring peace by ending our blunderous involvement; to enact a program of jobs and full employment with civil rights and equality for all; the eradication of slums and ghettos with a massive low cost housing building program, building of dams, etc., with the \$30,000,000,000 a year going down the drain in this kill, search, misadventure in Viet Nam.

LLOYD MAES,
Retired Member,
UAW 1364

WORKS BOTH WAYS

"If society cannot help the poor, it cannot save the many who are rich."—John F. Kennedy.

UNION'S THANKS FOR MEDEIROS AID

We, the Automobile Salesmen's Union Local No. 1095 of Alameda County, wish to express our thanks to all the Portuguese organizations and all other unions and organizations that have donated to the William Medeiros Kidney Fund. This generosity is helping keep Mr. Medeiros alive.

We thank you from the bottom of our hearts. Local No. 1095 and the William Medeiros, Sr., family.

VINCENT J. FULCO,
Sec.-Treas., Automobile
Salesmen's Union 1095

STRIKE TEACHES POLITICAL LESSON

Union member political action runs hand in hand with bread and butter issue of labor contract negotiations. Steel Labor wrote during the marathon copper strike:

The Steelworkers paper noted: "Where the union members and other citizens have elected liberal candidates, the strikers have friends who support their position. Where business oriented conservatives were placed in office, the union strikers find the politician siding with the copper barons.

"In Arizona, U.S. Senator Michael Fannin hardly lets a day go by without blasting the unions and urging that the Taft-Hartley injunction be used to break the strike. He is joined by such anti-labor persons in Congress as Senator Wallace Bennett of Utah.

"Copper strikers are talking about political action. They want to make sure that they keep in office such people as Senators Mike Mansfield and Lee Metcalf in Montana, Senator Church in Idaho, and Governor Calvin Rampton and Senator Moss from Utah.

"Not only would we have people who understand our side but we would have laws that would assist the members forced into privation by arrogant copper monopolists," says Norm Jordan, president of USWA Local 4347, Garfield smelterman on strike against Kennecott in Utah."

APPLAUDS SCHOOL DISTRICT COVERAGE

Editor, Labor Journal:

This note is to thank you for the continued excellent coverage of the Oakland school district by the East Bay Labor Journal.

It is this type of information being made available to the public that will help to more quickly restore the quality that is now lacking from the education of Oakland's children.

Once again, thanks for your continued interest and your readiness to publicize the Union teacher's predicament.

EUGENE HORWITZ,
President, Oakland Fed-
eration of Teachers

SOCIAL SECURITY IS WELL FINANCED

Few people realize that the social security trust fund operates so far into the black that the surplus in it financed more than half the social security increase enacted by Congress last year. Moreover, the excess of the income over the outgo is piling up so fast—some four billion dollars last year—that the surplus could now finance another significant increase in benefits.

The fact is that the program is financed so conservatively that it is usually heavily over-financed and never under-financed. This assures workers now contributing toward the social security benefits they or their families will receive on their retirement, or if they die or become disabled before that time, that there will always be more than enough money in the social security trust fund to fully pay the benefits they have earned.—Bert Seidman, Director, AFLCIO Social Security Department.

HE GAVE HIS LIFE

My husband often told the children that if a man had nothing that was worth dying for then he was not fit to live. He gave his life in search of a more effective way, a creative way rather than a destructive way.—Mrs. Martin Luther King, Jr.



WELCOMING PARTY greets Albert Shanker, president of the New York Federation of Teachers, as he ends his 15-day-jail stay over the teachers' "stayout" last September. He was jailed under a law passed to prevent public workers from striking. Left to right are Shanker, his wife Edith, Transport Workers President Matthew Guinan and President Harry Van Arsdale of the New York State AFLCIO.

Teachers—a million for militancy

It takes money to campaign for working people's rights, and union teachers have launched a drive for a \$1,000,000 "militancy fund" to help them organize and bargain collectively throughout the nation.

The fund was launched at a New York dinner which also honored four leaders of the American Federation of Teachers who have served jail sentences for breaking injunctions against teachers' strikes.

The militancy fund will back legislative campaigns for teachers' rights and to aid families of jailed teachers' leaders.

AFLCIO President George Meany's message to the dinner pointed out that "threats, injunctions and jail sentences will not educate children, provide better school systems, solve the problems of neglected youngsters in the ghettos or provide the wage levels and decent working conditions that America's teachers need and desire."

Equal job opportunity plan in construction industry OK'd

Continued from page 1

offices in Alameda County and the other four counties.

First task of his regional staff will be to establish liaison with labor, industry, apprenticeship, minority and other groups.

The Alameda County Building Trades Council had a major part in the discussions with management to set up the program. BTC Secretary-Treasurer J. L. Childers is secretary-treasurer of the non-profit corporation board. Another board member is Elias L. Arellano, business representative of Sheet Metal Workers 216 and chairman of the Greater East Bay Joint Apprenticeship Council.

A statement of the program's non-discriminatory policy is to be included in all collective bargaining contracts with prime and subcontractors and supervisors are to be fully instructed in its provisions. Major provisions include:

- Full information to be furnished to all on apprenticeship qualifications, dates of applications, prospective manpower needs and potential earnings.
- Strict instructions to all union and management representatives concerned with hiring and firing that discrimination is forbidden.
- Participation in state and federal programs preparing minority workers to meet apprenticeship entrance requirements.
- Aid to those above apprenticeship age in taking examinations to reach journeyman status.
- Full information to minority contractors of opportunities to bid on work — with the proviso that they comply with industry labor agreements.

- All parties are to advise working people of job opportunities which amount to promotions in time for them to prepare for them.

- Supervisors are to be instructed to help any employee who shows the promise to move to a better-paying job.

- A labor-management committee is to advise schools on the best curriculum to prepare for apprenticeship, and a similar committee is to carry out an aggressive public relations effort to inform the public of the affirmative action program.

President of the board is Oscar C. Holmes, Menlo Park general contractor. Other board members are Harry R. Erickson, Associated General Contractors Northern California president; Anthony Meley, general manager, Sheet Metal Contractors Association of San Francisco; George Goodfellow, representing the Laborers in Marin; U. S. Simons of the San Mateo County BTC, and Paul W. Davis, executive director of the Plumbing, Heating & Cooling Contractors Association of San Mateo and Santa Clara Counties.

The plan was drafted in discussions by labor representatives with the AGC, Subcontractors Association, Excavating & Grading Contractors Association and other employer groups.

Petris headquarters

COPE-endorsed State Senator Nicholas C. Petris' re-election campaign headquarters at 1428 Harrison Street, Oakland, is open Monday through Saturday from 9 a.m. to 6 p.m. for visits from the Senator's constituents.

You can help recall Reagan

Signatures on petitions to put the recall of Ronald Reagan on the ballot approached the 600,000 mark this week, but a good 400,000 more were needed.

Deadline for filing the petitions is July 31, but campaigners want the bulk of the names by mid-July to facilitate filing the huge total with county clerks.

Petitions are available at the Alameda County Central Labor Council office, 2315 Valdez Street, Oakland, phone 444-6510, to those who wish to circulate them, and petitions may be signed there.

Registered voters also may sign or pick up petitions at the Recall Reagan Committee's office at 2447 East Fourteenth Street, Oakland, Mondays through Saturdays from 12 noon to 7 p.m. The office may be contacted by telephoning 535-1564.

Another petition-signing location is the corner of Durant and Telegraph Avenues, Berkeley, where petition circulators are stationed from 11 a.m. to 5 p.m. seven days a week and do a brisk business on weekdays and over weekends.

Petition circulators are also to be stationed at stores of the Berkeley Co-op on this schedule:

Friday, June 21 — Telegraph and Ashby Avenues.

Monday, June 24 — Shattuck Avenue and Cedar Street.

Tuesday, June 25 — 1414 University Avenue.

Thursday, June 27 — Shattuck Avenue and Cedar Street.

Friday, June 28 — 1414 University Avenue.

The campaign, with petition circulators in every California

County, needs a total of 780,414 valid signatures of registered voters. To allow for the usual average of invalid signatures, found in every petition drive, the Recall Reagan Committee estimates it will need a total of more than 1,000,000 names.

Voters must sign in their own counties and circulators must be registered voters in the counties in which they collect signatures.

The entirely voluntary effort seeks Reagan's recall, charging he is not competent in government and public affairs, has undermined and demoralized the state's health program, injured the university and state college system, endangering educational standards and is "attempting to further his personal ambitions at the expense of the people" of California.

No-cash-no-holdup A-C driver plan won by Carmen

Continued from page 1

192 and the Labor Council demanded that drivers carry no money so there would be no reason for robbery. When management delayed a decision, Division 192 warned that drivers would stage a mass turn-in of change.

Then management agreed and pledged to put the plan into operation no later than July 15.

The only tickets drivers will carry will be receipts entitling riders to refunds when they do not have the exact change for their fares in cash or tickets.

Passengers will deposit fares in fare boxes which cannot be opened by a robber.

Previously, Division 192's executive board had served notice that union members reserved the right to take any action including refusing to work if they were not afforded protection against robberies.

The Oakland police department has told the union it has detailed 30 officers to ride the A/C buses in plainclothes.

Meet set June 27 on food stamps

Representatives of all unions affiliated to the Alameda County Central Labor Council have been invited to a meeting at the Labor Temple next Thursday evening, June 27, to hear details on the county's new food stamp program.

The session, at 8 p.m. in the Fee Room on the third floor of the Labor Temple, 2315 Valdez Street, Oakland, will hear Leo V. Sluney, supervisor of the county program, explain how the system will work and how poor people qualify.

Welfare recipients and other poor people will be able to purchase food stamps when the program begins July 1 and use them to pay for a higher dollar value of food.

BTC incumbents are re-elected

Continued from page 1

and Louis Martin, Sheet Metal Workers 355.

The BTC adjourned in memory of assassinated Dr. Martin Luther King and Senator Robert F. Kennedy.

New BTC contracts reported to the meeting are with A & P Cement Contractors, P. M. Christ Co., Hoover Brothers, R. A. MacDonald Co., Spears & Urrere Construction Co. and James R. Canright.

Laborers gain \$1.60, \$1.85 pay, fringe increase packages

Continued from page 1

sions and another 2 cents for training.

Wages are to go up another 25 cents per hour on July 1, 1969 and on January 1, 1970 an additional 10 cents for vacation and holidays and 10 cents on pensions will be effective.

On July 1, 1970, wages are to be raised 26 cents per hour and 10 cents will be added to health and welfare contributions. Ten-cent raises for health and welfare, vacation and holidays and pensions are effective January 1, 1971.

Carpenters and Operating Engineers' contracts expired June 16 and their members were working under day-to-day extensions.

Carpenters members heard a report on Bay Counties District Council of Carpenters bargain-

ing with the AGC and other employers last Friday and bargaining continued. Operating Engineers 3 were meeting with AGC negotiators this week.

Construction Teamsters were studying an employer offer on renewal of their contract which expired April 30.

Meanwhile District Council of Painters 16 and two other Painters district councils were in negotiations with Painting & Decorating Contractors Associations throughout Northern California and Gypsum Drywall Contractors of Santa Clara County.

House painters local unions were to meet next week to vote on acceptance or rejection of employer offers. Existing contracts expire June 30.

Incumbents win in Laborers' election

Incumbents were returned to office last week by the membership in Laborers 304's election, which saw all but two offices contested.

Jay Johnson, president and assistant business representative, was re-elected with 623 votes to 431 for John King, Vice President Ted Mendonca was re-elected without opposition.

Recording Secretary Lester A. Smith defeated Jim (Red) Drake, 759 to 226, and Secretary-Treasurer Paul L. Jones was re-elected with 621 votes over David Melendrez and Jay C. Brown, who had 267 and 128 votes respectively.

Business Manager Howard (Whitey) Bostwick defeated Leonard Ford, 680 to 316, and Sergeant-at-Arms Ernest Sherman was re-elected unopposed.

Auditors Victor Staab with 570; Emmett P. Hughes, 562, and Jesse (Curley) Raines, 631, defeated Hamp Geran, Robert Sonsten and Otis Henderson for reelection. The latter polled 261, 259 and 234 votes respectively.

Incumbent Executive Board members Tony Schiano, with 643, and C. C. Clark, with 873, were re-elected against Wilfort Nelson, who polled 317. Johnson, Jones, Bostwick, Schiano and Clark were re-elected delegates to the Northern California District Council of Laborers, defeating Melendrez, Geran, Ford and Sonsten.

Affirmative action

New regulations go into effect July 1 to extend coverage and strengthen enforcement procedures covering equal employment opportunity on government contracts. The new regulations apply to all government contracts of \$10,000 or more in the United States.

Metropolitan won't give; strike goes on

Management of the Metropolitan Life Insurance Company failed to give noticeably last week when federal conciliators arranged a meeting between the company and striking agents' representatives in Washington.

The result, said Insurance Workers 30 in the Bay Area was, a quick breakoff of the talks while the strike continued into its fifth week.

Agents rejected the company's offer of about half of their pay proposal last month and struck nationwide.

Strikers need help, including jobs, and unions which can help them go to work should contact the Alameda County Central Labor Council.

July trial set in Hern pay claim suit

Labor's suit to force Governor Reagan's labor commissioner to stop rejecting union members' claims for unpaid wages goes to trial July 10 in San Francisco.

The suit, filed by the Alameda County Central Labor Council and the California State Council of Carpenters, will be heard by Superior Judge Andrew Eymann and is expected to wind up July 12.

Defendant is Labor Commissioner William Hern, a former management representative, who has changed the state's long-standing policy of prosecuting wage claims of all workers to one of sending union members claims back to their unions for collection.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!